

MAGID-11

7 February 1975

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT : Comments on Mr. Proctor's "State of the Directorate" Speech

Members of the MAGID solicited comments from their components on Mr. Proctor's "State of the Directorate" speech. Comments came both from persons who had been in attendance, and those who had read the speech. Responses were voluntary, and no thought was given to using any sampling techniques in obtaining them.

The Idea

The most widely shared comment was that the speech made a positive contribution to morale and that it was a welcome effort to establish good communications with the employees of the DDI. A number of people who were in attendance noted that the occasion was the first time they had ever seen or heard the Deputy Director. A number of respondents reacted with favor to the informality and candor they sensed in Mr. Proctor's delivery. In the words of one who was in attendance, the speech "...proved that Dr. Proctor really does exist and is a normal human being."

Several suggested that a state of the directorate speech be given on a regular (most said annual) basis.

The Content

The comments on the content of the address were mixed. The wide range of interests and professional disciplines represented in the DDI obviously made it impossible for Mr. Proctor to speak at everyone's level of understanding and concern. Several people observed that the balance of topics seemed about right.

Others regarded the presentation as far too general. Among these criticisms were such expressions as:

- The presentation left no lasting impressions.
- It should have addressed specific problem areas in the DDI along with proposed solutions.
- It should have given us a better glimpse of "why" things are done as they are in the DDI, rather than a simple recounting of "what" is or has been done.

Some employees were unaware of the specific problems referred to by Mr. Proctor such as adjusting to the IC Staff, NIOs and KIQ system.

There was also a strong reaction from some in the support components of the DDI who felt that their contributions were glossed over in favor of the more glamorous production offices. Their comments conveyed a deeper resentment than just the pique from their perceived slighting in the address.

A few suggested that the progress of certain agency or directorate programs such as EEO, AOP and DDI Incentive Awards be reviewed at length in the address.

Questions and Answers

Several who had not attended the speech urged that the dialogue from the question and answer period be published with the text of the speech. Others suggested that written questions be submitted to the DDI in advance of the speech, presumably so that Mr. Proctor could answer them in more detail. One person felt that the question and answer period should have been more dynamic, and perhaps that the questioners should have been encouraged to be less inhibited.

MAGID Recommendations

We endorse the idea of Mr. Proctor's addressing members of the DDI in a "State of the Directorate" speech.

We recommend that, to the degree possible, the speech focus even more intensely on the following points:

- Events, programs, trends or relationships that are and will continue to be of concern to the DDI and the members of the directorate.
- A candid view of "What's on the DDI's mind."
- A recap of selected statistics of interest such as employee turnover, minority hiring, training budget and promotion figures.